

14 February 1980

MEMORANDUM FOR: Director of Personnel Policy, Planning,
and Management

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FROM:

[redacted]
Chief, SIS Support Staff

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SUBJECT: Retroactive Salary Increase for Messrs.

REFERENCE: Memorandum for D/OPPPM from DDS&T dated
31 January 1980; Subject: Same

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1. Messrs. [redacted] converted from
SPS-002 (\$49,485) to SIS-2 (\$49,499) on 4 November 1979,
an annual increase of \$14. Had these officers been
promoted to the SPS-003 level, their salary would be
\$50,112.50.

2. This conversion was consistent with the Agency
policy that officers converting to SIS would not be
reduced in base salary. However, Sub-system 2 of the SIS
Plan states that:

"All individuals who are 'on board' on the initial
date of implementation of the SIS system and hold SG
rank, SPS rank and those at EP-V and EP-IV levels
will be offered 'conversion' membership in SIS.
(Acceptance of such conversion membership shall not
cancel, alter or curtail any administration or
other actions affecting such members that were in
effect or in process at the time of conversion.)"

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3. Both of these officers were recommended for promo-
tion to SPS-003 by the DDS&T Career Service Board. Accord-
ing to [redacted] DDS&T Personnel Officer, this board
action was taken on 19 October 1979, the 1152's (Request
for Personnel Action) were prepared on 22 October 1979,
memos of promotion recommendation were signed by the
DDS&T on 13 November 1979 and the 1152's were approved on
13 November 1979. Both had been promoted to SPS-002 on
29 January 1978.

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[REDACTED]

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4. [REDACTED] states that it is the Director of Personnel's responsibility to approve recommendations from Deputy Directors for promotions to SPS steps 2-4 and steps 6-8 and processing appropriate personnel actions. The DCI approves SPS promotion steps 4 to 5 and 8 to 9. Based on the existing approval authority, SPS-2 to SPS-3 could be considered a step increase; however, the regulation and past career service practice treat advancement from SPS-2 to SPS-3 as a promotion.

5. The primary point would seem to be that these actions were set in motion before the 4 November 1979 SIS conversion date (and also before the 31 December cutoff we informally considered for supergrade PSI's). Therefore, I recommend that these two actions be approved.

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Attachment:

Memo for D/OPPPM from DDS&T
[REDACTED]